

MARINE MAMMAL COMMISSION

2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		2	6	0	0	0	8	NA
	%	100.00	27.24	72.76	0.00	0.00	0.00	100.00	
2. I have enough information to do my job well.	N		4	4	0	0	0	8	NA
	%	100.00	50.46	49.54	0.00	0.00	0.00	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		4	4	0	0	0	8	NA
	%	100.00	50.46	49.54	0.00	0.00	0.00	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		4	2	2	0	0	8	NA
	%	75.40	50.46	24.94	24.60	0.00	0.00	100.00	
*5. I like the kind of work I do.	N		2	4	1	1	0	8	NA
	%	75.40	27.66	47.74	11.18	13.42	0.00	100.00	
6. I know what is expected of me on the job.	N		3	5	0	0	0	8	NA
	%	100.00	37.04	62.96	0.00	0.00	0.00	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		7	1	0	0	0	8	NA
	%	100.00	88.47	11.53	0.00	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		5	2	1	0	0	8	NA
	%	86.58	61.64	24.94	13.42	0.00	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		0	3	2	2	1	8	0
	%	36.63	0.00	36.63	24.60	25.36	13.42	100.00	
*10. My workload is reasonable.	N		0	4	2	1	1	8	0
	%	47.81	0.00	47.81	24.94	13.83	13.42	100.00	
*11. My talents are used well in the workplace.	N		1	5	1	1	0	8	0
	%	77.29	13.83	63.46	11.18	11.53	0.00	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		2	6	0	0	0	8	0
	%	100.00	23.21	76.79	0.00	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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Sample or Census: Census

Number of surveys completed: 8

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* AES prescribed items

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Number of surveys administered: 10

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*13. The work I do is important.	N		3	5	0	0	0	8	0
	%	100.00	36.63	63.37	0.00	0.00	0.00	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		3	5	0	0	0	8	0
	%	100.00	33.98	66.02	0.00	0.00	0.00	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		4	4	0	0	0	8	0
	%	100.00	47.81	52.19	0.00	0.00	0.00	100.00	
16. I am held accountable for achieving results.	N		1	6	0	0	0	7	0
	%	100.00	15.26	84.74	0.00	0.00	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		3	1	1	0	0	5	3
	%	79.00	57.35	21.65	21.00	0.00	0.00	100.00	
*18. My training needs are assessed.	N		0	4	2	2	0	8	0
	%	50.04	0.00	50.04	24.94	25.01	0.00	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		4	2	1	1	0	8	0
	%	75.06	50.46	24.60	13.42	11.53	0.00	100.00	
*20. The people I work with cooperate to get the job done.	N		3	5	0	0	0	8	NA
	%	100.00	41.07	58.93	0.00	0.00	0.00	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1	3	3	1	0	8	0
	%	50.04	9.38	40.66	36.54	13.42	0.00	100.00	
*22. Promotions in my work unit are based on merit.	N		1	4	2	0	0	7	1
	%	71.19	10.84	60.35	28.81	0.00	0.00	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1	2	2	1	0	6	2
	%	45.83	12.50	33.32	36.30	17.87	0.00	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		0	5	2	0	0	7	1
	%	70.72	0.00	70.72	29.28	0.00	0.00	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N		0	5	2	0	0	7	1
	%	70.72	0.00	70.72	29.28	0.00	0.00	100.00	
26. Employees in my work unit share job knowledge with each other.	N		3	5	0	0	0	8	0
	%	100.00	36.63	63.37	0.00	0.00	0.00	100.00	
27. The skill level in my work unit has improved in the past year.	N		3	4	1	0	0	8	0
	%	88.47	36.63	51.84	11.53	0.00	0.00	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		5	3	0	0	0	8	NA
	%	100.00	61.57	38.43	0.00	0.00	0.00	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		2	5	1	0	0	8	0
	%	86.58	23.21	63.37	13.42	0.00	0.00	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		0	6	1	0	0	7	1
	%	84.51	0.00	84.51	15.49	0.00	0.00	100.00	
31. Employees are recognized for providing high quality products and services.	N		3	5	0	0	0	8	0
	%	100.00	36.63	63.37	0.00	0.00	0.00	100.00	
*32. Creativity and innovation are rewarded.	N		3	2	2	0	0	7	1
	%	73.77	42.30	31.46	26.23	0.00	0.00	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		0	6	2	0	0	8	0
	%	74.64	0.00	74.64	25.36	0.00	0.00	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		0	6	0	1	0	7	1
	%	87.08	0.00	87.08	0.00	12.92	0.00	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		4	4	0	0	0	8	0
	%	100.00	47.81	52.19	0.00	0.00	0.00	100.00	
*36. My organization has prepared employees for potential security threats.	N		1	5	1	1	0	8	0
	%	75.40	13.42	61.98	13.42	11.18	0.00	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		3	3	1	0	0	7	1
	%	84.84	41.40	43.44	15.16	0.00	0.00	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		3	4	0	0	0	7	1
	%	100.00	41.40	58.60	0.00	0.00	0.00	100.00	
39. My agency is successful at accomplishing its mission.	N		2	6	0	0	0	8	0
	%	100.00	22.80	77.20	0.00	0.00	0.00	100.00	
40. I recommend my organization as a good place to work.	N		5	2	1	0	0	8	NA
	%	86.58	61.98	24.60	13.42	0.00	0.00	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		3	4	1	0	0	8	0
	%	86.58	36.63	49.96	13.42	0.00	0.00	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		6	2	0	0	0	8	0
	%	100.00	72.76	27.24	0.00	0.00	0.00	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		5	3	0	0	0	8	0
	%	100.00	61.64	38.36	0.00	0.00	0.00	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		3	5	0	0	0	8	0
	%	100.00	36.63	63.37	0.00	0.00	0.00	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		2	4	2	0	0	8	0
	%	72.76	23.21	49.54	27.24	0.00	0.00	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		3	4	1	0	0	8	0
	%	88.47	36.63	51.84	11.53	0.00	0.00	100.00	
*47. Supervisors in my work unit support employee development.	N		4	4	0	0	0	8	0
	%	100.00	50.04	49.96	0.00	0.00	0.00	100.00	
48. My supervisor listens to what I have to say.	N		5	3	0	0	0	8	NA
	%	100.00	61.23	38.77	0.00	0.00	0.00	100.00	
49. My supervisor treats me with respect.	N		6	2	0	0	0	8	NA
	%	100.00	72.76	27.24	0.00	0.00	0.00	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		6	2	0	0	0	8	NA
	%	100.00	72.76	27.24	0.00	0.00	0.00	100.00	
*51. I have trust and confidence in my supervisor.	N		5	3	0	0	0	8	NA
	%	100.00	61.23	38.77	0.00	0.00	0.00	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		7	1	0	0	0	8	NA
	%	100.00	86.17	13.83	0.00	0.00	0.00	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		3	3	2	0	0	8	0
	%	75.06	36.63	38.43	24.94	0.00	0.00	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		5	3	0	0	0	8	0
	%	100.00	61.23	38.77	0.00	0.00	0.00	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		3	2	2	0	0	7	1
	%	69.67	41.40	28.27	30.33	0.00	0.00	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		3	3	2	0	0	8	0
	%	75.06	36.63	38.43	24.94	0.00	0.00	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		3	4	1	0	0	8	0
	%	86.58	36.63	49.96	13.42	0.00	0.00	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3	4	1	0	0	8	0
	%	86.58	36.63	49.96	13.42	0.00	0.00	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		2	6	0	0	0	8	0
	%	100.00	22.80	77.20	0.00	0.00	0.00	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		6	1	1	0	0	8	0
	%	86.58	75.06	11.53	13.42	0.00	0.00	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		5	2	1	0	0	8	0
	%	86.58	63.87	22.71	13.42	0.00	0.00	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		5	3	0	0	0	8	0
	%	100.00	63.37	36.63	0.00	0.00	0.00	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		3	4	0	1	0	8	NA
	%	86.58	41.07	45.51	0.00	13.42	0.00	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		3	5	0	0	0	8	NA
	%	100.00	36.63	63.37	0.00	0.00	0.00	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		3	5	0	0	0	8	NA
	%	100.00	38.43	61.57	0.00	0.00	0.00	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		3	4	1	0	0	8	NA
	%	86.58	36.63	49.96	13.42	0.00	0.00	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		1	1	5	0	1	8	NA
	%	22.80	13.42	9.38	65.67	0.00	11.53	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		1	4	2	0	1	8	NA
	%	61.64	13.42	48.23	26.83	0.00	11.53	100.00	
*69. Considering everything, how satisfied are you with your job?	N		5	2	0	1	0	8	NA
	%	86.58	61.98	24.60	0.00	13.42	0.00	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		4	3	0	1	0	8	NA
	%	86.17	49.96	36.22	0.00	13.83	0.00	100.00	
71. Considering everything, how satisfied are you with your organization?	N		5	3	0	0	0	8	NA
	%	100.00	61.98	38.02	0.00	0.00	0.00	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	8	100.00
Yes, I was notified that I was not eligible to telework.	0	0.00
No, I was not notified of my telework eligibility.	0	0.00
Not sure if I was notified of my telework eligibility.	0	0.00
Total	8	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	0	0.00
I telework 1 or 2 days per week.	3	38.36
I telework, but no more than 1 or 2 days per month.	0	0.00
I telework very infrequently, on an unscheduled or short-term basis.	3	34.40
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	0	0.00
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	13.42
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	0	0.00
I do not telework because I choose not to telework.	1	13.83
Total	8	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	2	27.24
No	5	58.93
Not available to me	1	13.83
Total	8	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		2	29.03
No		5	70.97
Not available to me		0	0.00
Total		7	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		2	25.01
No		6	74.99
Not available to me		0	0.00
Total		8	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)		N	%
Yes		0	0.00
No		7	88.82
Not available to me		1	11.18
Total		8	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		0	0.00
No		7	88.82
Not available to me		1	11.18
Total		8	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		3	3	0	0	0	6	0
	%	100.00	53.29	46.71	0.00	0.00	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		2	0	0	0	0	2	0
	%	100.00	100.00	0.00	0.00	0.00	0.00	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		0	2	1	0	0	3	0
	%	64.40	0.00	64.40	35.60	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	1	0	0	0	2	0
	%	100.00	44.72	55.28	0.00	0.00	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		0	0	0	0	0	0	0
	%	---	---	---	---	---	---	---	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	0	0	0	0	0
	%	---	---	---	---	---	---	---	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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